

# Exhibit 15

## Employee Evaluation/ Assessment/ Individual Development Plan for:

**Employee Evaluation/Assessment/Individual Development Plan**

Employee Name: GREGORY ROYAL

Employee #: 90734

Training AU: 4192

TC AU: 2856

EOD Grade: 9

Date of 1st Promotion: N/A

EOD Date: 09/09/2013

Date of 2nd Promotion: N/A

**Reviews are to be conducted near the 3.5 month and near the end of the 6th, 8th, 11th, 14th, 17th, 20th, and 23rd month after the employee's EOD**

SCALE: 3 - Exceeds expectations 2 - Meets expectations 1 - Needs Improvement									
Month:	3.5	6	8	11	14	17	20	23	
Date of Evaluation:	12/17/2013	03/11/2014	05/20/2014	08/12/2014					
Grade at time of Evaluation:	9	9	9	9					
Art Unit at time of Evaluation:	4192	2856	2856	2856					
<b>1. Major Quality Activities</b>									
1-1a. Checking applications for compliance with formal requirements of patent status and rules	2	2	2	2					
1-1b. Checking applications for technological accuracy	2	2	2	2					
1-2. Treating disclosure statements and claims for priority	2	2	2	2					
1-3. Analyzing disclosure and claims for compliance with 35 USC 112 (GS-7 and above)	2	2	2	2					
1-4. Planning field of search (GS-7 and above)	2	2	2	2					
1-5. Conducting Search	2	2	2	2					
1-6. Making proper rejections under 102 and 103 with supporting rationale, or determining how claim (s) distinguish over the prior art (GS-7 and above)	2	2	2	2					
1-7. Determining whether amendment introduces new matter (GS-11 and above)									
1-8. Appropriately formulating restriction requirements, where application could be restricted (GS-11 and above)									
1-9. Determining whether claimed invention is in compliance with 35 USC 101 (GS-11 and above)									
1-10. Evaluating/applying case law as necessary (GS-12 and above)									
1-11. Determining where appropriate line of patentable distinction is maintained between applications and/or patents (GS-11 and above)									
1-12. Evaluating sufficiency of affidavits/declarations (GS-12 and above)									
1-13. Evaluating sufficiency of reissue oath/declarations (GS-12 and above)									
2. Ability to accept instructions and respond to feedback	2	2	1	1					
3. Ability to use PTO search tools and to learn new databases	2	2	2	2					
4. Ability to understand technology	2	2	2	2					
5. Ability to orally convey position	2	2	2	2					
6. Writing skills - Ability to compose proper rejections	2	2	2	2					
7. Productivity consistency (i.e. does not endload or rollercoaster)	1	1	1	1					
8. Cumulative productivity from EOD Date (List % achievement from PALM3205 V2 - Informational purposes only during 1st year) (PALM periods used to calculate productivity follow the colon)	8:201326-201405	32:201326-201412	44:201326-201417	56:201326-201423					
9. This line has been left blank									
10. Cumulative productivity from 1st year on (List % achievement as listed on PALM3205 V2)* (PALM periods used to calculate productivity follow the colon)					:	:	:	:	
11. Productivity last 4 bi-weeks (List % achievement use PALM3205 V2 - Informational purposes only during 1st year)* (PALM periods used to calculate	8:201402-201405	53:201409-201412	70:201414-201417	104:201420-201423	:	:	:	:	



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productivity follow the colon)									
12. DM: processes applications and amendments in accordance with the PAP		2	2	2	2				
12a. DM Score FY to date			111.79	109.79	121.12				
13. Proficiency Test Score (# of correct answers/total # of questions)									
14a. Attended the requisite training at the Patent Training Academy		2	2	2	2				
14b. Attended all required training			2	2	2				
15. Work habits (e.g. posts work for review consistently throughout the pay period, seeks help when necessary)		1	1	1	1				
16. Ability to Interact with coworkers		1	2	1	1				
17. Followed sick leave and annual leave policies		2	2	2	2				
Notes		3.5	6	8	11	14	17	20	23
1) During the first year, all GS-5 examiners will be assessed using the criteria set forth for Month 3.5.	Director:	/JESSICA WARD/	/JOSEPH THOMAS/	/JOSEPH THOMAS/	/JOSEPH THOMAS/				
	SPE:	/MATTHEW SUCH/	/LISA CAPUTO/	/LISA CAPUTO/	/LISA CAPUTO/				
	SPE Certifies that this document was discussed with the examiner:	12/19/2013	03/18/2014	05/28/2014	08/19/2014				
	2) Each assessment reflects only the performance at the time of the assessment, and is not an indicator of future performance.	All assessments should be e-Initialed by the TC Director prior to any discussions with the examiner.							
*Safety net productivity (Including (2N+D)/3) may be noted in the comment area See comment sheet for explanation of evaluation									
Comments									
Month 3.5	Based on the limited opportunity for the examiner to develop work products, the examiner has demonstrated a level of fair performance to date. The examiner should be mindful of his interactions with coworkers in order to avoid further instances of contentious interactions from occurring. It is noted that during this time period of review, a vast majority of this period has been training time for the examiner. The examiner needs to better manage time in order to provide more work product for review and to evaluate progress on patent examining functions. In addition, the examiner should improve on turning in work product early in the biweek to allow sufficient time for review and correction. The examiner should complete ample reviewable work products prior to the next review in order to provide the Office with a better assessment of their overall performance and to demonstrate progression.								
Month 6	The examiner typically performs the assigned major quality activities. The Examiner shows a good grasp of the technology, however needs to improve in turning in cases more consistently throughout the biweek. The Examiner is clearly appreciative of instructions and feedback received from me and readily incorporates such into his work, while also clearly presenting positions in preliminary discussions of his applications. The examiner's actions have improved over the time he has been in the TC, and he has shown a good grasp of being able to assess which cases are proper for the art, and how to transfer them. Examiner is encouraged to improve in the timely submission of complete Office Actions in order to demonstrate progression in the ability to perform with assistance. Also, good attention is paid to the formal matters, but hopefully this process can become a little faster so more cases can be completed. It is also noted that the examiner has improved in the number of cases turned in, but still should continue to focus on cases and turning in more cases in order to provide the office with a better assessment of their overall performance and to demonstrate progression.								
Month 8	The examiner typically performs the assigned major quality activities. The Examiner shows a good grasp of the technology, however needs to improve in turning in cases more consistently throughout the biweek. The Examiner is clearly appreciative of instructions and feedback received from me and readily incorporates such into his work, while also clearly presenting positions in preliminary discussions of his applications. The examiner's actions have improved over the time he has been in the TC, and he has shown a good grasp of being able to assess which cases are proper for the art, and how to transfer them. Examiner is encouraged to improve in the timely submission of complete Office Actions in order to demonstrate progression in the ability to perform with assistance. Also, good attention is paid to the formal matters, but hopefully this process can become a little faster so more cases can be completed. It is also noted that the examiner has improved in the number of cases turned in, but still should continue to focus on cases and turning in more cases in order to provide the office with a better assessment of their overall performance and to demonstrate progression. Additionally, examiner needs to approach his first line supervisor as a first option when any problems or issues arise. SPE has attempted to contact examiner and be open to discussion but examiner has not approached her as a first option.								
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	work. Examiner should also try to present positions in preliminary discussions of his applications on a more regular basis. The examiner's actions have improved over the time he has been in the TC, and he has shown a good grasp of being able to assess which cases are proper for the art. Improvement is needed in the act of transferring applications to comply with transfer rules and regulations and see SPE for every case transfer request, as well as cc: SPE on transfer email. Examiner is encouraged to improve in the timely submission of complete Office Actions in order to demonstrate progression in the ability to perform with assistance. Also, good attention is paid to the formal matters, but hopefully this process can become a little faster so more cases can be completed. It is also noted that the examiner needs to improve in the number of work products submitted in order to provide the office with a better assessment of their overall performance and to demonstrate progression. Further, instructions and feedback provided by the SPE needs to be accepted and continue to be incorporated in processing work products. Additionally, examiner needs to approach his first line supervisor as a first option when any problems or issues arise. SPE has attempted to contact examiner and be open to discussion but examiner has not approached her as a first option.
Month 11	
Month 14	
Month 17	
Month 20	
Month 23	